

INDUSTRIAL DISABILITY LEAVE - BENEFIT OPTION COMPARISON

NAME		CBID	SOCIAL SECURITY NO.		All computations based on Salary for: _____ pay period
POSITION NUMBER	SALARY RATE	RETIREMENT RATE	TAX FILING STATUS Federal State	ADDITIONAL TAX	

1. REGULAR MONTHLY SALARY/*INDUSTRIAL DISABILITY LEAVE - FIRST 22 WORKING DATES				2. INDUSTRIAL DISABILITY LEAVE - AFTER FIRST 22 WORKING DATES			
GROSS SALARY				GROSS SALARY			
PERS/STRS				LESS 1/3 ADJUSTMENT			
LESS	FEDERAL INCOME TAX			GROSS IDL BENEFIT PAYMENT			
	SOCIAL SECURITY/MEDICARE			PERS/STRS RETIREMENT			
	STATE INCOME TAX			2/3 OF NET PAY			
FULL NET PAY				CODE ORGANIZATION AMOUNT			
LESS	MISCELLANEOUS DEDUCTIONS	CODE	ORGANIZATION	AMOUNT			
TOTAL MISCELLANEOUS DEDUCTIONS				TOTAL MISCELLANEOUS DEDUCTIONS			
NET IDL BENEFIT PAY				NET IDL BENEFIT PAY			
TOTAL MISCELLANEOUS DEDUCTIONS				3. IDL WITH SUPPLEMENTATION			
REGULAR NET PAY/*NET IDL BENEFIT PAY				GROSS SUPPLEMENTATION PAY			
TAX DEFERRED COMPENSATION NET				FEDERAL INCOME TAX			
* ADJUSTED BY: FEDERAL, STATE & OTHER TAXES				STATE INCOME TAX			
				SOCIAL SECURITY/MEDICARE			
AVAILABLE LEAVE CREDITS				NET SUPPLEMENTATION PAY			
SICK LEAVE CTO VACATION ANNUAL LEAVE				NET IDL BENEFIT PAY (from # 2 above column)			
HOLIDAY PERSONAL HOLIDAY PERSONAL LEAVE OTHER				ADDITIONAL MISCELLANEOUS DEDUCTIONS			
HOURS OF CREDIT NEEDED FOR SUPPLEMENTATION IN A				TOTAL NET IDL/S BENEFIT PAY			
<input type="checkbox"/> 21 <input type="checkbox"/> 22 (Check one) DAY PAY PERIOD ARE _____.							

PLEASE NOTE: ALL CALCULATIONS ARE BASED ON THE PAY PERIOD INDICATED ABOVE. LEAVE CREDITS NEEDED FOR SUPPLEMENTAL PAY WILL VARY DEPENDING ON THE NUMBER OF WORK DATES IN THE PAY PERIOD.

Please indicate your benefit selection in the space below and return this letter to your Personnel Office within 15 calendar days, or no later than the date indicated above. Failure to respond in the allowed time will result in you being placed on IDL without supplementation.

☐ Industrial Disability Leave (IDL) without supplementation

☐ Industrial Disability Leave with supplementation (IDL/S)

If you select IDL/S please indicate the level of supplementation requested. Please be advised that the Personnel Office may be required to change this supplementation level because of changes in your monthly pay status and available leave credits.

☐ Full Supplementation in the amount indicated above.

☐ Partial Supplementation in the amount of _____ hours.

- SPECIAL IDL CONDITIONS & RESTRICTIONS
- For the first 22 days on Industrial Leave, if time is list for any part of a day, it shall be considered as a full day of disability and count as one date towards the first 22 dates.
 - Deductions for Deferred Compensation cannot be taken on the basic Industrial disability benefit. Deductions for Deferred Compensation can only be taken on industrial disability leave with supplementation (IDL/S) and only if there is enough money generated by the supplementation pay to cover the deduction.
 - Employees must keep their personnel office informed of any industrial disability benefits received from other programs.


EMPLOYEE CERTIFICATION AND SIGNATURE

I have received a copy of the Industrial Disability Leave Benefit Option Comparison (form STD. 618-S) and I understand that the election I made above regarding my choices related to IDL and IDL/S are subject to the restrictions outlined in this form.

EMPLOYEE'S SIGNATURE	DATE SIGNED
PERSONNEL SPECIALIST'S SIGNATURE	DATE SIGNED

Contact the Personnel Office if you have questions regarding this form. Please contact the Return to Work Coordinator if you have questions regarding your disability benefits.

INDUSTRIAL DISABILITY LEAVE WITH SUPPLEMENTATION BENEFITS INFORMATION AND OPTION SELECTION FORM

STD. 618S (REV. 6-94) (FRONT) 

EMPLOYEE NAME	DATE MAILED TO EMPLOYEE
EFFECTIVE DATE	DATE OF INJURY
CBID	RESPONSE DUE DATE

It has been determined that you have been industrially injured and that you are eligible for an income continuation program.

You have a choice of receiving Industrial Disability Leave payments with or without supplementation of your available leave credits. Also, all medical treatment reasonably required to assist you will be paid in full.

Review this information carefully because the choice is an irrevocable one. The reverse side of this form provides you with detailed information based on your own salary, voluntary deductions and available leave credits.

You must sign the form and return it to your departmental personnel office within 15 days. Failure to respond will result in you being placed on Basic IDL without supplementation.

DESCRIPTION OF BENEFITS		
Question	Industrial Disability Leave	Industrial Disability Leave Using Available Leave Credits
Is there a waiting period before benefits start?	Yes, three days. This is waived if you are hospitalized, disabled as a result of a criminal act of violence, or off more than 14 days.	
How much may I receive?	Amount varies and is limited to 52 weeks of payments within a two-year period beginning on the first day of disability. Your regular monthly net pay for 1st 22 working days*; 2/3 gross pay thereafter less voluntary deductions for up to an additional 11 months. NONE OF YOUR LEAVE CREDITS ARE USED. *For the first 22 working days on Industrial disability Leave, if time is lost for any part of a day, it shall be considered as a full date of disability and counted as one date towards the first 22 working days	For the first 22 dates of disability, you will receive your regular monthly net pay. Beginning on the 23rd date you may supplement the 2/3 gross pay with accrued leave credits in an amount necessary to approximate normal net pay. Once the level of supplementation is chosen it cannot be increased but maybe decreased on a prospective basis at your discretion.
What leave credits may be used?	N/A	Sick leave, CTO-compensating time off, vacation or annual leave, or other leave credits such as personal leave.
Instead of Industrial Disability Leave may I opt to supplement a workers' compensation payment such as temporary disability?	No. This option is no longer available to you as long as you are eligible to receive Industrial Disability Leave. Once IDL is exhausted you may supplement the workers' compensation payment with available leave credits.	
Does the State contribution for my health, dental and other insurance premiums continue?	State contribution continues.	
Do I continue to earn annual leave, vacation, and sick leave credits?	You continue to receive full credit.	
Do I continue to earn personal leave credit?	This depends on how much time is lost in any one pay period. If you are off the entire pay period on IDL with or without supplementation no reduction is made in your pay so no personal leave credit is earned.	
Do I continue to make my PERS/STRS contribution and earn full retirement credit?	Yes, you continue to make your full PERS/STRS contribution and you continue to earn full retirement credit.	
Will disability payments from other sources affect my IDL benefits?	Your benefits may be reduced if you receive Social Security disability payments. Any benefit that you pay for yourself will not be affected.	

In order to continue to receive IDL or IDL/S employees are required to participate in a vocational rehabilitation plan when offered by the State.

We recommend that you keep a copy of this notice. You can then refer to it if you need further information or any questions answered. The rules governing employees of the State University system may be slightly different from those described. If you are an employee of that system please check with your Personnel Department.